Secta. II-27—100,000—21-5-42.

Development. (1945 46) Department.

SERIES.

G.O. No. 3679

Dated 10-7-46.

[Despatch Abstract.]

Labour - Exchange of Information between Central, Provincial and State Governments on matters affecting labour policy and administration Digest for quarter ending 31-3-46 - Communicated to Commissioner of Labour.

Government of India.
Ministry of Labour.
** ** **

No. MP.17 (26).
Dated the New Delhi, the 25th June, 1948.

From

Rai Bahadur Sadashiva Prasad, M.A., B.L.,
Deputy Secretary to the Government of India,

To,

All Provincial Government and Chief Commissioners.

through the Regional Commissioner, East Punjab States, Simla.

Indian States of Bhopal, Cochin, Gwalior, Indore, Jammu and Kashmir, Mayurbhanj, Mysore, Patiala, Rampur, Travancore, Baroda, *Jind, *Nabha, *Kapurthala, *Malerkotla, *Faridkot, @Mandi, @Sirmur, and @ Baghat.

@ through the Chief Commissioner Himachal Pradesh, Simla.

Subject: Exchange of information between Central, Provincial and State Governments on matters effecting labour policy and administration.

Sir,

In continuation of this Ministry's letter No.LP.17.(26) dated the 9th April, 1948, on the above subject, I am directed to forward a digest showing briefly labour activities in the various Provinces and States who have sent material for inclusion therein, for the quarter ending the 31st March, 1948.

2. In order to make the digest as complete as possible I am to request that materials for inclusion in the digest for the quarter ending the 30th June, 1948, may kindly be sent as early as possible but not later than the end of July, 1948.

3. Kindly acknowledge.

Yours faithfully,

Sd. Sadashiva Prasad.

Deputy Secretary to the Government of India.

/True Copy/

Copy with a digest to:-

*H.M. * All officers of the Ministry of Labour.

All Branches.

Economic Investigator.

Sd. Teja Singh Sahni.
Assistant Secretary to the
Government of India.

/True Copy/

Digest setting out briefly the activities of the Labour Department of the Provincial and State Governments for the quarter ending the 31st March 1948.

*** ***

I. FACTORIES.

BAGHAT.

An Officer to look after Factories and Labour has been appointed. He contacted the employers and impressed on them the need for regularising and improving working conditions.

COCHIN.

6 A Non- Power Factory Bill is already under consideration by the legislature. The question of introducing rules for better medical inspection of factories is also under consideration.

INDORE.

The provision in the Factories Act relating to holidays with pay has been made applicable to factories by a Government order. The State has joined the Malwa Union and acceeded to the Indian Dominion. The New Factories Law will apply to Indore when passed. The Local Revised Factories Bill has, therefore, been withdrawn.

TRAVANCORE.

A press communiquerequiring previous approval of the Chief Inspector of Factories to all plans of new erections and alterations of factory buildings was issued and the Chief Inspector of Factories' staff suitabley strengthened.

II. LABOUR LEGISLATION.

ASSAM.

A Shop Assistants' Relief Bill has been passed by the Provincial Legislature recently and is now awaiting the assent of the Governor . Formation of Work Committees in Industries where one hundred or more workers are engaged has been made compulsory. The constitution of a Labour Court under the Indian Trade Unions (Amendment) Act, 1947, is under consideration. The Labour Secretary to the Government has been appointed the Appellate Authority under section 2 (a) of the Industrial Employment (Standing Orders) Act, 1946. The intention to extend the Payment of Wages Act, 1936, to workers in Motor Omnibus Service, Dock, Wharf, or Jetty has been notified. Rice and Oil Industries have been declared as Public Utility Services for a period of six months from the 16th March, 1948, under the Industrial Disputes Act, 1947

In pursuance of the recommendations of the Tripartite Conference on Plantations, the intention to amend Maternity Benefits Act and rules has been notified.

BOMBAY.

Rules for the provision of canteens under the Factories Act, 1934, are being framed. A Bill to amend the Bombay Industrial Relations Act, 1946, in order inter alia to provide for the constitution of Wages Boards and compulsory Joint Committees, and measures to deal with contempts of Industrial and Labour Courts and Wage Boards was introduced recently. The recommendations of the Committee appointed to examine the working of the Bombay Shops and Establishments Act, 1939, together with the comments and criticisms received from the public are being considered.

CENTRAL PROVINCES AND BERAR.

Saw Mills were exempted from the operation of the Central Provinces and Berar Industrial Disputes Settlement Act, 1947. Under this Act, District Industrial Courts in seven revenue Districts and a Provincial Industrial Court were constituted. The Central Provinces and Berar Shops and Establishments Act, 1947, has been extended to the Jubbulpore Cantonment. A whole time Inspector has been appointed under the Act and District Excist Officers and Assistant Excise Officers have been appointed part-time Inspectors in certain districts. Rules under the Industrial Disputes Act, 1947, have been finalized and published. All Cotton Textile Mills have been directed to constitute Works Committees.

MADRAS.

Sugar Industry and Transport by water in minor parts in the Province have been declared as public utility services for a further period of six months. The shops and Establishments Act has received the assent of the Governor-General. The Non-Power Factories Act is still awaiting assent of the Governor-General.

ORISSA.

Rules under the Industrial Disputes Act, 1947, and the Orissa Factory (Canteen) Rules, 1948, have been promulgated.

COORG.

The intention to extend the Payment of Wages Act, 1936, to Plantations an Motor Omnibus Services engaging more than 25 workers has been notified.

COCHIN.

The question of issuing rules similar to the Madras Factories (Canteen)Rules is being considered. A bill providing for the compulsory recognition of trade unions is also under consideration. Model Rules have been published with a view to helping Unions applying for Registration. The Dock Labourers Rules were brought into force with effect from the 10th February 1948, and Inspectors appointed. Moror omhibus service and plantations labour have been brought under the purview of the provisions of the Payment of Wages Act. The non-official bill to prohibit discrimination against the wages earned by women is under consideration. The question of introducing a Workmen's State Insurance Bill is pending.

INDORE.

The Indore Trade Union Act has been amended. It is proposed to enact legislation on the lines either of the Bombay Industrial Relations Act, 1946, or the Industrial Disputes Act, 1947.

MYSORE.

The following Acts have become law after receiving His Highness's assent:-

(1) The Mysore Factories (First Amendment) Act, 1948. (Holidays with pay).

(2) The Mysore Factories (Second Amendment) Act, 1948 (Starting of canteens)

(3) The Payment of Wages Act, 1948, and

(4) The Shops and Establishments Act, 1948.

TRAVANCORE.

The Travancore Hazardous Occupations (Cashewnut) Rules came into force on the 13th March, 1948.

III. INDUSTRIAL RELATIONS.

ASSAM.

To ascertain the representative character of various Trade Union organisations test checking is being carried out as desired by the Central Government. Registered Trade Unions in Assam number 81 up-to-date. There was a slight improvement in industrial relations. In all there were 6 strikes, involving 525 workers, but in one case the number of workers involved was not reported. There was a lockout in a rice mill which dragged on for some days but an amicable settlement was finally brought about and one disputed item was referred for adjudication. There were three cases of threatened strikes but they were all averted through the efforts of the Labour Commissioner.

BOMBAY.

A new rule has been added to the Provincial Rules under the Industrial Disputes Act, 1947, to provide that if any question arises as to the interpretation of any award made by thr Tribunal, the Provincial Government may refer it to the Tribunal, for decision. To avoid misunderstanding, Government have decided that when demanding arbitration or adjudication, the application of the Union concerned should be accompanied by a resolution to the effect that the demand is made with the full appreciation of the time factor that will be involved. When, however, the constitution of any recognized Union provides that before resorting to direct action, the use of all available arbitration machinery should be made, such a resolution would not be necessary. With a view to expeditious disposal, four more Tribunals have been constituted consisting of Labour Judges appointed under the Bombay Industrial Relations Act, 1946.

The following disputes were referred to the arbitration of the Industrial Court under section 73 of the Bombay Industrial Relations Act, 1946:-

1) Payment of bonus for the year 1947 to the employees in cotton textile mills in Bombay and Sholapur.

2) Standardisation of wages in the Raymand Wollen Mills, Thana and Raja Bahadur Motilal Poona Mills, Poona.

3) Increase in pay of and payment of bonus to the clerks in the Barsi Spinning and Weaving mills, Barsi.

4) Increase in wages and dearness allowance

in the two hosiery factories at Borivili in the Bombay Suburban Districts.

5) Grant of ten days' holidays with pay or an equal amount in cash for all employees working in the local cotton textile mills which are members of the Millowners' Association, Ahmedabad.

CENTRAL PROVINCES AND BERAR.

The Tribunal's award in the dispute between Saraf Oil Mills, Nagpur and Wardha, and the Hindustan Oil Mills, Nagpur, on the one hand and their workers on the other was enforced, and the Saraf Oil Mills, Wardha, are being prosecuted for an illegal lock-out during the Adjudication proceedings. A complaint has been lodged in the proper court against All India Reporter Press Ltd., Nagpur, for non-implementation of the adjudication award enforced last year. The dispute regarding the pay and allowance of sweepers employed by the Municipalities and Notified Area Committees has been referred to a Tribunal for adjudication. A meeting of the Central Provinces and Berar Coalfields Sub-Committee was held on the 21st March, 1948, and resolutions were passed in connection with Miners' Housing Regional Hospitals, and Welfare Centres.

MADRAS.

The disputes in Printing Presses and Hosiery Factories have been referred to the Tribunals, Bezwada and Coimbatore, respectively. The Court of Enquiry for Engineering firms and type foundries has been constituted into a Tribunal. The report of the Tribunal for the Motor Transport Industry is is under consideration. Every industrial establishment in which one hundred or more workmen are employed or have been employed in the preceding 12 months has been ordered to constitute a Work's Committee in accordance with the Industrial Disputes Act, 1947, and the Provincial Rules framed thereunder.

As a result of the implementation of the recommendations of the Standardisation Committee by the various mills in the Province, a large number of workers were thrown out of employment. The workers in 35 mills struk work as a protest and the management declared a lock-out. As efforts to bring about a settlement failed, the Provincial Government instructed the mills to reopen and the workers to resume work. The mills were accordingly reopened on the 22nd March, 1948, but attendance in the mills continued to be poor on account of intimidation and violent picketing. The report of the Court of Inquiry for the Handloom Industry has been published by Government. The award of the Industrial Tribunal in the disputes between the workers and the management of Handloom Factories in Calicut has been accepted by Government. Twenty-seven cases were referred for adjudication during the quarter. The number of cases pending from the previous quarter was thirty sevem.

WEST BENGAL.

A press note was issued asking defaulting employers to submit draft standing orders before the 21st April, 1948. Difficulty is being experienced in the proper administration of the Industrial Employment (Standing Orders) Act, 1946, owing to the specific disability laid down in section 4 on the part of the Certifying Officer, not to adjudicate upon the question of fairness or reasonableness of any provision of the draft standing orders. The Provincial Government have

been requested to press for amendment of the Act. The programme in reppect of election on Works Committee has been in operation. Plans for setting up Works Committees in about 50 important establishments in Calcutta and suburbs are being laid, Of late, the illegal practice of altering, to the prejudice of the workmen, conditions of service applicable to them or discharging them during the pendency of any conciliation proceedings has caused much labour unrest. Reports of victimisation, amounting to dismissal, for Union activities have become rather common. In certain cases Tribunals ordered reinstatement of such workers. The case for according relief to contract labourers is often put forward before the Tribunals but in most cases due to the legal position, the Tribunals are unable to accord any relief. Regarding pay during the period of strike, the awards in a number of disputes show that the view held is that where a strike has been occasioned by the employment of an "unfair labour practice" by the management or where the employees had been willing to submit to arbitration to which the management did not agree, it would be open to an Industrial Court to award pay for the strike period provided the strike had been lawful and peaceful. The Tribunals have generally recommended the introduction of Provident Fund where it did not exist. On the question of pension or gratuity, the principle that these concessions should be allowed in addition to the benefit of Provident Fund has been accepted. The adjudicators also recommend compensation where workers are retrenched for no fault of their own. The question whether a dispute between a municipality and its employees is an industrial dispute under the Industrial Disputes Act, 1947, is generally answered in the affirmative by the Tribunal, but as one Adjudicator has pointed out, the matter is controvertial and it is desirable to amend the definition of the term "under-taking" in the Act in order to put the matter beyond doubt. The financial position of many of the smaller municipalities is bad and as such the adjudicators could not sanction even the minimum living wage for the employees in most cases. Due to the establishment of General Tribunals dealing with industries as a whole, decisions on major issues were not given by particular Tribunals in a few cases, but were left for being adjudicated upon by the General Tribunals. Hearing before the General Tribunals in the Jute, Cotton and Engineering Industries and of the mercantile firms was still continuing when the quarter ended,. Decision of a Major Tribunal, namely that for flour mills, has however been published. It fixed the minimum basic wages and dearness allowance in the case of Major Mills as follows:-

(a) Unskilled at Rs.1-2-6 per day
31-1-0 per month.

(b) Semi-skilled at Rs.1-6-9 per day
36-15-6 per month.

(c) Skilled at Rs. 2-2-0 per day
s.55-4-0 per month.

Dearness allowance has been fixed at the flat rate of Rs.0-15-6 per day i.e., Rs.24.12.6 per month.

In the case of Minor Mills, the Minimum monthly consolidated wage has been fixed at Rs.45,52 and 65 in the case of unskilled, Semi-skilled, and Skilled workers, respectively.

AJMER-MERWARA..

The Labour was restive, and there were some short duration strikes of a personal character. To check this tendency action is being taken to declare the cotton textile industry to be a public utility concern under the Industrial Disputes Act, 1947. The award of the arbitrator in the dispute affecting mill workers regarding wages etc. was announced and resulted in great unrest amongst the workers. The four textile mills in the province have been directed to form Works Committees in the Mills in accordance with the Industrial Disputes Central Rules.

DELHI.

The relations between employers and Workers generally remained cordial. There were three strikes involving an aggreate of 11751 men days lost. With a view to implementing the Industrial Truce Resolution the Director of Industries and Labour met the textile workers and employers separately and advised them inter alia to constitute bi partite Works and Production Committees. The Local Administration was advised to set up a Provincial Advisory Board and Tripartite Textile Sub-Committee. Twenty-three concerns were advised to constitute works Committees. Seven concerns have since reported compliance. The labour dispute, in the Mahabir Cotton Spinning and Weaving Mills was settled by the intervention of the Director whose advice the management accepted. A threatened strike in the Adjudhia Textile Mills Workers' was averted in time and the matter referred to arbitrator. The management have since accepted the arbitrator's advice. A dispute between the Delhi Electric Supply and Traction Co. and its employees was reported and efforts towards conciliation proved successfull. Similar conciliatory discussions were arranged in another dispute bwtween G.N.I.T. and its workers. The Director inspected the offices of Seven Trade Unions and reportedon their working. The total number of registered Trade Unions at the close of the quarter was 50, of which 3 had been newly registered during the quarter.

COCHIN?

There was a spate of disputes in industries coming under Textiles and Tile groups. This was due to the dislocation of trade owing to the shortage of raw materials and inadequate transport, which resulted in retrenchment. Standing Orders in the case of seven concerne were certified. It is proposed to collect and compile statistics in the Labour Commissioner's Office after the staff is trained. Arraggements have been made to collect numbers of the cost of living index of plantation labour in two plantation centres of the State. The Standardisation Committee for textile industry submitted its report which is under consideration.

INDORE.

In connection with the Industrial Truce programme, an ad hoc Tripartite Committee with the following terms of reference ~~has~~ has been constituted:-

1) Prevention of avoidable stoppages.

2) Discipline and efficiency.

3) Standing Orders.

4) Procedure for resolving routine disputes.

5) Standardisation of Muster

6) Working Conditions.

7) Amenities and Welfare.

Some preliminary sittings have taken place and the work is in progress. Communist Organisations have been declared illegal and their influence is waning. Many potential strikes were avoided due to timely action by Government and the wholehearted and effective co-operation of the Mazdoor Sangh. An important problem tackled during the quarter was the standardization of occupational nomenclature in the textile industry as well as putting the wages of workers on scientific and uniform lines. An Adjudication Committee was appointed to investigate wages in the textile industry. The Committee recommended a Minimum wage of Rs. 26/- per worker and this ~~aeee~~ was accepted by Government. Subssquently in March, 1948, Government also approved of the award relating to the standardization of wages of workers in the local textile industry. The differentials for the various occupations were fixed by mutual agreement between parties and effects given from the 15th August, 1947. A special Committee has been appointed to deal with matters arising out of this award and also to decide the rates of piece-workers.

MYSORE.

The dispute between the Danvangere Cotton Mills, Ltd., and its workers has been referred to an Arbitration Court, whose award is awaited. A joint meeting of the Indian and European planters was held to discuss problems relating to plantation Labour.

RAMPUR.

? There was a dispute between the workers and management of the Raza Textiles, Ltd., in respect of dearness allowance. The workers struck work but resumed on assurance given by the Government that the dispute would be referred to a Tribunal. This assurance was implemented. The workers of the Rampur Timber and Turnery Co., Ltd., and Jwala Fabrics Ltd., also struck work with the Textile workers without any notice.

TRAVANCORE.

There was a strike in the Travancore Potteries, Ithicara. As a result of negotiations through Government, general increases in wages were given and normal work was resumed. A threatened strike at Pioneer Motor Workshops and Motor W services, Nagercoil, was averted through settlement which included a general increase in wages of all workers. One significant feature of the trade union movement was the emergence of new Trade Unions, independent of the Communist and Socialist affiliations. Industrial Relations Committees Factory Committees and Planting Estates Works Committees have continued to function as usual.

IV. LABOUR WELFARE.

BOMBAY.

War Memorial Fund for Indian Merchant Seamen.

The Fund was started for the maintenance of the new Indian Sailors' Home. The Government of Bombay have appointed the Indian Sailors' Home Society, Bombay, as the Committee of Management to administer the income accuring from the War Memorial Fund.

Completion of *a* type Centre, Sholapur.

Under the Post - War Reconstruction programme of Government a scheme to bring the exist *A* type labour welfare centre at Sholapur in line with similar centres in Bombay has been sanctioned. Additional amenities such as a gymnasium and shower baths with sanitary and water fittings and electric installation will be provided.

Universal literacy among workers.

With a view to assessing the feasibility of financing the Labour Welfare Scheme of Universal literacy (referred to in the last quarterly report) from the accumulated balances of fines realised in factories, an inquiry is being conducted into the extent of fines imposed and the purposes for which they are utilised. A questionnaire has been issued to the employers concerned.

SChools for Citizenship and Trade Union.

The schools for Citizenship and Trade Unionism mentioned in the report for the quarter ending the 30th September,1947, started functioning in Bombay, Ahmedabad and Sholapur in the month of January, 1948.

Periodic medical examination of workers.

Government has given facilities to Dr.G.R.Talwarkar to conduct medical examination of workers, particularly tubercular cases. The examination is conducted at the *A* type welfare centre at Worli (Bombay) for two days in a week

AJMER-MERWARA.

Efforts are being made to persuade the millowners to construct suitable canteens.

BAGHAT.

Factoties have shown interest in welfare matters. Concessions to labour, e.g., cheap grain, cloth, free medical attention etc. continue to be given.

COCHIN.

Attention to the provision made in Section 5 of the Employment of Children Act, has been drawn by means of a Press Note. Starting of canteens in factories is very much handicapped due to the scarcity of food materials.

INDORE.

A yearly grant of Rs.12,000/- for three years for the education, health and welfare of industrial workers was sanctioned. A scheme for utilization of the amount is under scrutiny and it is expected that a few welfare centres would be started soon. The millowners voluntarily agreed to set aside a part of their profits for a housing fund. Nearly 40 lacs have accumulated, and ways and means of utilising this amount are under consideration. A sum of Rupees three lacs will be contributed by the Government. The houses will be constructed to approved specifications.

SIRMUR.

Housing for workers and the construction of a labour colony have been included in the building programme of the Nahan Foundary for the year ending 1948-49.

TRAVANCORE.

The slump in the coir mats and matting industry continued without mitigation. The relief works conducted by Government provided employment for about 5,000 workers daily.

V. COMMITTEES.

BOMBAY.

A Industrial Conditions Enquiry Committee.

An interim report of the Industrial contitions Enquiry Committee on the Cotton Textile Industry in Bombay City and Bombay District has been received and is under examination. Since the Committee lacked powers of a Court which are esssantial for conducting an enquiry of this kind, Government have appointed the Industrial Conditions Enquiry Committee as a Court of Enquiry under section 100 of the Bombay Industrial Relations Act, 1946.

Hali Inquiry Committee.

An interim report of the Hali Inquiry Committee has been received and is under examination.

Health Insurance Scheme.

An interim report of the Officer on Special Duty appointed to conduct a survey of the medical facilities available in the Province for administration of the Health Insurance Scheme for Industrial Workers has been received and is under examination.

Sholapur Handloom Enquiry Committe.

The Report of the Sholapur Handloom Enquiry Committee has been published and the recommendations are being examined.

Standaridisation Committee.

In view of numerous demands for fixing the minimum wage and for standardization of wages made by workers employed in the cotton textile industry at different places in the Province, the Provincial Government have appointed a Standardization Committee consisting of three persons (1) to investigate and consider all questions pertaining to minimum wages, standardization of wages, and connected matters which may be referred ~~et~~ to it by the Industrial Court, Bombay, and (ii) to examine the working of any scheme of standardisation of wage which has been brought into force by an award of the Industrial Court and to make a report on it when requested by Government or the Industrial Court to do so.

Inquiry into the Duties and Functions of Mill Labour Officers:-

It was reported that Mill Labour Officers are

unable to protect the interest of Labour employed in their respective mills. With a view, therefore, to enabling the Government to take steps to make this agency more useful to Labour, an enquiry on the following points is being conducted:-

1) Duties and functions of the Labour Officers.

2) The measure of authority enjoyed by them to decide questions arising about Labour in their respective units.

CENTRAL PROVINCES AND BERAR.

A Press Enquiry Committee has been appointed to examine the general working of the newspapers with special reference to the conditions of work affecting the editorial and other staff including local correspondents of papers published out-side the province, their emoluments, leave, provident fund, pension etc.

VI. GENERAL.

ASSAM.

Government are reorganizing the Labour Department. Five posts of Labour Officers (Gazetted), five posts of Inspectorsaand three of investigators have already been sanctioned, Further expansion is likely to follow.

BOMBAY.

The Provincial Govermment created a separate Labour Department with effect from the 4th February, 1948, for dealing with matters pertaining to labour and housing which were formerly dealt with by the Political and Services Department.

The Provincial Labour Advisory Board.

The Third meeting of the Provincial Labour Advisory Board was held in the month of March, 1948, the Hon'ble Minister for Labour presiding. The items on the agenda included the Industrial Truce Resolution adopted by the Industries Conference in December, 1947, and its implementation in the Provincial sphere, problems arising from the operation of the existing machinery for adjudication arbitration and conciliation, Works and Production Committees, steps to prevent industrial disputes, strikes and lock-outs, unfair labour practices and the decasualisation of textile labour. In view of the utmost urgency of implementing the terms of the Industrial Truce Resolution and the need for obtaining peace and harmony in industry, the Board recommended to Government to undertake such action in the Provincial sphere as would not be inconsistent with the steps necessary on an all India level, to implement the terms of the resolution and to achieve industrial peace. The Board also recommended that the Government of India should lay down general principles concerning the determination of fair wages, fair remuneration of capital, conditions of labour and such other factors requiring all-India uniformity in decision and action.

Discussing the steps necessary to prevent violations of the industrial truce, the Board considered the possibility of setting up of a Tribunal to investigate instances of violation and help ensure its observance. The Board opined that an appropriate machinery should be set up for investi-

gating and checking violations of industrial peace, for suggesting measures for avoidance and prevention of strikes and lock-outs, and for dealing with unfair labour practices whether on the part of employers or employees.

The Board recommended that in order to speed up the formation of Works Committees and Production Committees, Government should immediately set up a Joint Committee to assist Government in the preparatory work for the establishment and successful functioning of these Committees. The Board discussed the Scheme for decasualisation of Textile Workers, as reported by the Committee on Employment and Production and recommended the appointment of an Administeration Committee with the Commissioner of Labour as Chairman and two to three representatives each of labour and employers as members to work out the preliminary arrangements and introduce decasualisation in practice on a voluntary basis immediately in the textile industry. The Board was of the opinion that the setting up of registers of all persons seeking employment in textile mills and of badlis, would secure rationalisation of recruitment system, increase efficiency and production by reducing labour turnover, reduce the waiting period of unemployed workers and eliminate bribery, corruption and favouritism in recruitment.

On the question of speeding up conciliation, arbitration and adjudication, the Board recommended the splitting up of disputes for purposes of partial settlement in conciliation proceedings, provided both parties to the dispute agree to such splitting up. Approval was also given to the suggested time limits for completing various stages in conciliation under the Bombay Industrial Relations Act, 1946. The Board also considered the suggestions that were made for improving the existing law and machinery in respect of conciliation, arbitration, and adjudication and recommended to the Government that in suitable cases conciliation proceedings should be eliminated or its period reduced where arbitration could be resorted to. Government have undertaken legislation for this purpose enabling a representative Union, which believed in arbitration as a necessary step before strike, to refer any dispute to the Industrial Court or the Labour Courts without first going through conciliation proceedings.

CENTRAL PROVINCES AND BERAR.

The first meeting of the Provincial Labour Advisory Committee was held on the 3rd January, 1948. The Committee welcomed the Delhi resolution on Industrial Relations and requested Government to appoint Sub-Committees to chalk out a definite plan regarding (i) Housing of Industrial Labour, (ii) Provision of Cheap grain shops for Labour, (iii) Institution of Provident Fund, (iv) Wage Board for determining minimum wages and (v) Labour Welfare trust funds. The Committee also recommended the appointment of a Tripartite Sub-Committee to determine the minimum wages from for the Province Industry wise and suggest ways of improving the existing conciliation and adjudication machinery in the Province. Accordingly the following four Sub-Committees have been constituted:-

i) Minimum Wages Sub-Committee.

ii) Housing Sub-Committee.

iii) Wage Board and Provident Fund Sub-Committee.

iv) Labour Welfare and Cheap Grain Shop Sub-Committee.

These Sub-Committees met during the month of March, 1948. The progress made by them would be reviewed at the next meeting of the Provincial Labour Advisory Committee. The Provincial Trade Union Congress at its session held in February, 1948 decided to observe one day's general strike on the 16th March, 1948, to protest against to the Government's Labour Policy and alleged suppression of Civil liberties. Efforts were made to dissuage them from taking such a step and Government warned the promoters of the strike that action according to law would be taken against them, Government also declared employment in Textile Mills, Municipal Committees, Electric Supply Companies, Printing Presses and Motor Transport Services an essential service under the Public Safety Act. Few sporadic strikes or partial strikes occurred but were brought under control very soon. Several Labour leaders and some strikers were arrested.

COCHIN.

The position briefly with reference to the recommendations of the Labour Enquiry Committee is as follows:-

(a) The question of starting Employment Exchanges for recruitment of workmen on the model of the Employment Exchanges for ex-servicemen is being considered.

(b) The Committee's recommendation regarding the introduction of Provident Fund in Industrial Establishments will be communicated to the employers, and their reaction watched. If the employers do not respond, the question of introducing legislation for the purpose will be considered.

(c) The question that a weekly change of personnel for night shift is advisable has been accepted.

(d) The Government have accepted the Committee's recommendation that members of the families of workers should be given every encouragement to supplement their income by taking to cottage industries like spinning etc. and orders have been issued to afford necessary facilities to intending workmen.

(e) The Government have already introduced a Minimum Wages Bill in the State Legislature in which there is provision for setting apart a portion of the profits of the Industry for payment of bonus to workmen.

(f) The Government have already accepted the policy recommended by the Committee of following the Dominion of India in the matter of Labour Legislation.

TRAVANCORE.

Two important mineral companies have had to suspend production, to a considerable extent, on account of the high cost of production, resulting mainly from the recent enhancement of wages. They have, therefore, discharged a number of their workers.

GOVERNMENT OF MADRAS.
Abstract.

Labour - Exchange of Information between Central, Provincial and State Governments on matters affecting labour policy and administration - Digest for the quarter ending 31-3-48 - Communicated.

-Z-Z-Z